

WHO is a Culture Worker or Arts Administrator? You work in the field of arts & culture, that may be as a teaching artist, a gallerists, curator, non profit organization staff member (who manages or produces arts programming), you may be an independent media maker who publishes or produces events, you might be a community artists who runs your own or another artist's programs. You make it possible for folks in your community or beyond to have access to creative and cultural experiences. This program is not intended for individual artists looking to focus on their own individual art practice

#### APPLICATION INFO

- **Online Application**: Start it today, edit it later >> [bit.ly/FellowshipIXapp](http://bit.ly/FellowshipIXapp)
- Your **LinkedIn profile URL** is a REQUIRED portion of the application. If you don't have a LinkedIn account review this article for assistance >> [bit.ly/StartYourLinkedIn](http://bit.ly/StartYourLinkedIn)

#### IMPORTANT DATES

- **Application deadline** >> Sunday, July 15, 11:59PM, [bit.ly/FellowshipIXapp](http://bit.ly/FellowshipIXapp)
- **Group interviews** >> Monday, August 13; Tuesday, August 14; or Wednesday, August 15, 2018  
One will be hosted in San Francisco, and one will be in the East Bay, near BART
- Network Members will **hear back** about program participation by the end of August 2018

#### MORE INFO/QUESTIONS

- **Virtual Info Sessions** >> Monday, June 25, 6:00PM–7:00PM & Tuesday, July 10, 6:30PM–7:30PM  
RSVP to receive video conference call details: <https://fellowshipixinfo.eventbrite.com>
- **Office Hours** at the EAP office, by phone, or Google Chat >> Thursday, July 5, and Friday, July 13, 12PM–6PM
- **Email or Call** >> [fellowship@emergingsf.org](mailto:fellowship@emergingsf.org) / (415) 209-5872

#### Fellowship Meetings - Saturdays, 10am-4pm (except \*)

##### Mandatory attendance

- September 8, 2018
- \* September 15, 2018 - Network Social + Dinner
- October 6, 2018
- November 10, 2018
- December 8, 2018
- January 12, 2019
- February 9, 2019
- \* February 23, 2019 - Fellow Potluck Lunch
- March 9, 2019
- April 13, 2019
- May 11, 2019
- \* Week of June 10, 2019 8am-6pm - EMERGENCE

EAP Board  
**Megan Brian**  
**Patricia Cariño-Valdez**  
**Cristina Ibarra**  
**Michelle Lynch Reynolds**  
**Marline Zaibak**

EAP Co-Directors  
**Katherin Canton**  
**Rhiannon Evans**  
**MacFadyen**

**Emerging Arts Professionals/San Francisco Bay Area (EAP)**  
IMPROVEMENT OF THE ARTS INDUSTRY.  
THROUGH EMPOWERMENT OF THE ARTS WORKER.

EAP is a network of Bay Area emergent arts leaders and workers who are driven to improve the sector together. By empowering the individual arts worker with personal and professional development, and through the research and development of new models of transaction and interaction in the field, our network works to shift the industry.



## EAP FELLOWSHIP COHORT IX 2018-19

### APPLY TODAY

#### ARE YOU READY TO

- ➔ Strengthen your capacity for leadership and collaboration?
- ➔ Broaden your regional understanding of the arts and culture field?
- ➔ Develop a stronger cross-sector professional network?

**THE FELLOWSHIP** expands the skill-sets of emerging and mid-level arts and culture workers through a nine-month personal and professional development curriculum. Through participation in this interactive learning cohort you will build relationships across sector, discipline, and role within the Bay Area's arts and culture field.

DEADLINE TO APPLY >> Sunday July 15, 2018, 11:59 pm  
ONLINE APPLICATION >> [bit.ly/FellowshipIXapp](http://bit.ly/FellowshipIXapp)  
MORE INFO >> [emergingsf.org/fellowship](http://emergingsf.org/fellowship)

#### TIME COMMITMENT

September 2018 through June 2019  
Approximately 10 hours/month

55 TAYLOR STREET  
SAN FRANCISCO  
CA 94102  
EMERGINGSF.ORG  
INFO@EMERGINGSF.ORG

**THIS FELLOWSHIP PROGRAM SEEKS TO ANSWER THE QUESTION: WHAT'S NEXT? WE LOOK TO THE FUTURE BY BRINGING TOGETHER INSIGHTFUL ENERGETIC LEADERS AND EMERGING MODELS THROUGH PARTICIPATORY PRACTICE AND ACTION LEARNING.**

### STRUCTURE

The Fellowship is structured around three key goals for personal and Professional Development:



**Knowing Yourself: Personal Reflection and Development**



**Knowing the Field: Exploring the Context of Our Work**



**Working Together: Building Skills & Models for Collaboration and Leadership**

The first few sessions focus on internal understanding of who you are, where you are, and what you need and have to offer. This reflection will be done with:

- A personal vision statement
- Network/asset mapping
- Peer coaching

We will then explore the terrain in which we work and develop strategies to successfully operate within the larger arts ecosystem in the Bay Area through sessions dedicated to our Affinity Areas:

- Creative City
- Cultural Equity
- Arts & Enterprise
- Regenerative Practices

Fellows will form Project Teams to get hands-on practice being collaborative leaders, build your skill around a program format, and receive mentorship from partners and EAP leadership. Projects include:

- Producing a conference
- Managing a re-granting program
- Producing community specific public programs
- Contributing to an industry publication

In the application you will note which project team interests you the most. Each project will be discussed in more detail before project teams are confirmed by participants. We ask that you be prepared to commit 10 hours a month to participate in the program, this includes six hours for the monthly Fellowship meeting and four hours of independently-led team meetings/work.

### AFFINITY TOPICS

These are areas of focus that help us dive deeper into understanding the present/past solutions and challenges of the Bay Area arts & culture field:

**REGENERATIVE PRACTICES:** How can we make arts administration more sustainable? What can we do as individuals to renew our energy and passion? What can we do as a network to support each other? What can we do as leaders of programs and organizations to encourage a healthier arts and culture ecosystem?

**CULTURAL EQUITY:** No single racial or ethnic group forms a majority of California's population, making the state a minority-majority state; with that dynamic in mind we'll explore how arts workers advance the conversation on cultural equity across the sector and beyond; how do we tackle institutional or systemic oppression or rethinking creative place keeping strategies?

**THE CREATIVE CITY:** We will explore the utopian idea of the creative city, where artists and arts organizations are viewed as critical components of a healthy ecosystem. We'll ask what role the arts and culture sector can play in "civic creativity" or "cultural strategy" that creates "social wealth" and helps shape public sentiment, city planning and policy.

**ARTS & ENTERPRISE:** We will explore the relationship between creative / cultural production and enterprise with an eye on traditional models being implemented in innovative ways and new social-impact business models that not only generate revenue but sustain projects and communities.

The new frontier of creative leadership requires new competencies, skills, & sensitivities that are adaptive, engaging and relevant. The program aims to introduce an alternative model for professional development that balances traditional structure with increased creativity and experimentation. Over the course of nine months, the Fellowship is designed to enrich and expand the professional skill-sets of emerging and mid-level leaders working in the Bay Area's arts & culture field.

### TEAM PROJECTS

Project timelines will be partially determined by EAP's annual programming calendar, the scope of your team's involvement in the project is up to you, each project will have varying milestones across the nine months.

**EMERGENCE:** our annual network convening that creates space for discussions and explorations into the most exciting, challenging, and urgent issues impacting the local arts and culture field.

**Ideal for Fellows interested in:** Planning conferences/convenings, Industry conversations, coming up with new models for conferences, larger budget projects, working with contractors. This project will peak between March and June 2019 in prep and in hosting the June convening.

**EMERGE MAGAZINE:** a cross-discipline, pan-arts industry publication highlighting the personal stories, unique knowledge, and skills of cultural workers and arts leaders with the goal of sharing creative solutions.

**Ideal for Fellows interested in:** Sector research, interviewing leaders, writing about themes or projects, learning about print and online publication. This project is best for those who like to work remotely; team members will be required to attend quarterly Editorial meetings; hours will be equally dispersed across the program length with the publication launching at Emergence 2018.

**MADE:** project incubator in which selected proposals receive up to \$1,500 and network support to execute the proposed idea.

**Ideal for Fellows interested in:** Program development, arts and enterprise, project management, regranting, going through the application review, selection, implementation, and design process. This project will peak between January and March 2018 (proposal review and selection).

**ENGAGEMENT:** public programs through partnerships that engage our network and the public and integrate the creative process back into industry learning and professional development.

**Ideal for Fellows interested in:** Developing collaborative public facing programs (workshops, roundtables, art actions, etc), establishing and stewarding partnerships with organizations/collectives that engage a diverse range of fields, identities, and experiences of art and culture in the Bay Area. Engagement programs will take place between February and April 2018, the hours for this team will likely be dispersed across the nine months.